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ABSTRACT

This report analyzes economic and demographic characteristics of Arizona's Hispanic population. In 1980 Arizona ranked fourth among the states in Hispanic concentration (16.2%) and eighth in total number of Hispanics. More than 45% of Arizona's Hispanics lived in Maricopa County. Almost 90% had their ancestral origins in Mexico, but 82% were born in the United States. The median age of Hispanics was 21.7 years, almost 8 years younger than the total population. Hispanic women had higher fertility rates than non-Hispanic women, but recent data suggest that Hispanic birthrates may be declining. Arizona had an estimated 25,000 undocumented aliens in 1980, mostly young male adult Hispanics. Hispanic male participation in the labor force was 7.5 percentage points higher than the general rate. Hispanic unemployment in 1985 was 9.2%, 2.7 points higher than the overall rate, possibly due to the lower average age for Hispanics and their higher concentrations in seasonal agricultural employment and in the currently weak construction and manufacturing industries. Only 6.2% of Hispanics had executive, administrative, or managerial occupations. Over 21% were living in poverty. In 1980 over half of Hispanics 25 years of age and over had not finished high school, and 29% had not finished elementary school. For the 1984-85 school year, the Hispanic high school dropout rate was 19.7%, compared to the general rate of 14.5%. In 1984-85, Arizona's bilingual education programs, funded by $11 millon in federal aid, served 28,071 limited-English-speaking students in 143 school districts. The report contains a brief history of Hispanic community leadership, 19 tables and figures, and questions that highlight Hispanic trends. Contains 21 references. (SV)

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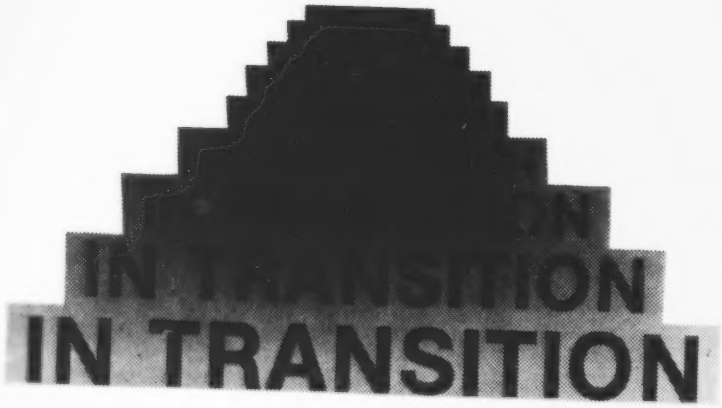
HISPANICS



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HISPANICS IN TRANSITION

FOREWORD

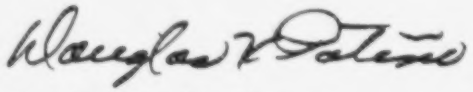
The roles of special populations of Arizonans are in transition as are their influences on the state's economy. The Arizona Department of Economic Security has studied three of the special populations and is publishing the results of the research in three reports: "Hispanics in Transition," "Women in Arizona: An Economic Perspective," and "Youth in Arizona: The Transition from School to Work."

The first in the series, "Hispanics in Transition" points out that Hispanic influence is present throughout Arizona. Of course, it is the nearness of the international border and former possession of this area by Mexico that has imprinted the Hispanic character upon the land. But it is the dynamic presence of Hispanic people that makes it endure.

Hispanics have a long history of prominence in Arizona. Their roles—as early Spanish explorers, teaching missionaries, landowners, farm workers, copper miners, elected officials, business persons and executives of today—have enriched Arizona's culture. It is this Hispanic impact that sets apart the Southwest and Arizona from other regions of the country.

The publication's analysis of the economic and demographic characteristics of Arizona's Hispanic population includes education, labor force and income information necessary to understanding this community. It not only profiles the condition of Hispanics in Arizona today, but also raises questions about the future of this important population.

"Hispanics in Transition" is intended to help planners make important decisions about Arizona's future economy. The information is precise, but its applications and what it portends for the years ahead are as varied as the talents and potential contained within the rapidly-growing Hispanic community. How those talents and potential are developed present challenges that must be met now by the private and public sectors. To do less would be a monumental waste of human resources with an incalculable negative impact for the people of this state.



Douglas X. Patiño, Director
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OVERVIEW OF SIGNIFICANT FACTS AND TRENDS

Hispanics are a significant and increasingly more influential segment of the Arizona population. While the nation has only in recent years become aware of the growing Hispanic presence, Arizona's awareness has been constant. Awareness in Arizona is high because among the states Arizona ranks fourth in Hispanic concentration (16.2%) and eighth in the total number of Hispanics *(444,102 in 1980)*. Although it is commonly known that the majority of Arizona's Hispanics are of Mexican ancestry, it is less widely known that only 18% were foreign born.

There is no question that Arizona's Hispanics contribute vigorously to the economy. Hispanic men participate in the labor force in greater percentages than the general population.

A lack of educational opportunities plays a role in impeding Hispanic advancement. More than half of all Hispanics, 25 years and over, had not completed high school in 1980. There is a trend of improvement in the attainment of higher education by Hispanics, but they are still less likely to receive degrees than the total population.

An important fact about the Hispanic population is that it is considerably younger than the total population because of higher birth rates and shorter life expectancy.

Arizona schools are taking steps to eliminate job and educational barriers placed in the way of Hispanic youth. Transitional bilingual programs, bilingual-bicultural instruction, and English as a second language programs will have a positive impact in the labor market and in the academic community.

The presence of both parents in Hispanic families on a par with the overall population reflects cultural strength. Families are maintained in spite of lower incomes and other adverse economic conditions.

Despite obstacles of language, education, employment and income, Hispanics in Arizona proportionately hold more established, recognized and visible positions of leadership than in all but two other states. That leadership in cooperation with their non-Hispanic neighbors is working to improve the quality of life for all Arizona Hispanics.

SETTING THE STAGE: HISPANIC DEMOGRAPHICS

Hispanics are a significant segment of the Arizona population. Among all states, Arizona ranks eighth in the total number of Hispanics and fourth in "Hispanic concentration" -- that is, in the proportion of Hispanics in the population.

TABLE 1

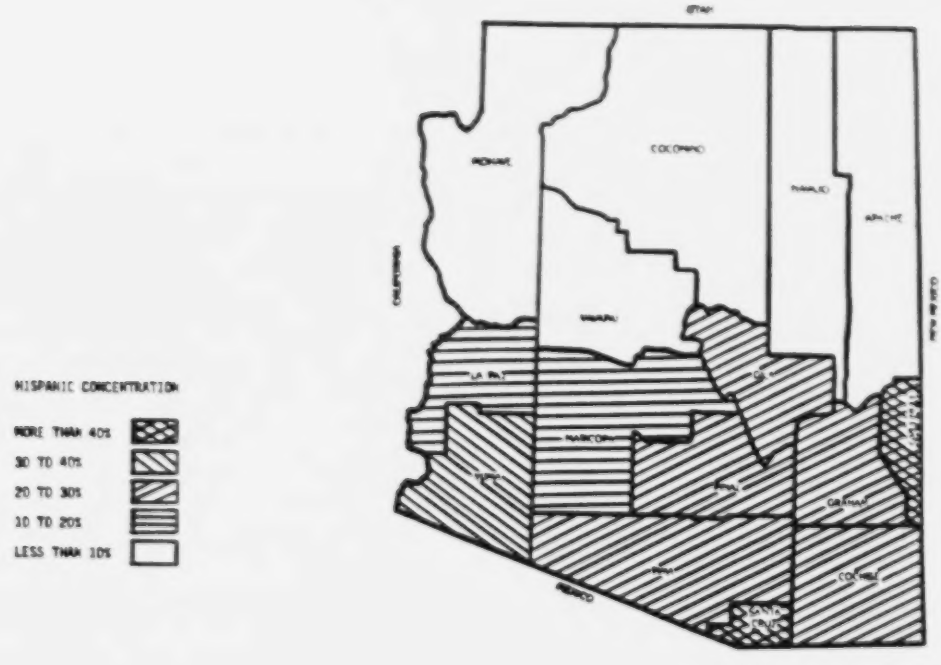
HISPANIC CONCENTRATION IN THE UNITES STATES - 1980

Rank	STATE	HISPANIC CONCENTRATION
1	New Mexico	36.6%
2	Texas	21.0
3	California	19.2
4	ARIZONA	16.2
5	Colorado	11.8
6	New York	9.5
7	Florida	8.8
8	Illinois	5.6
	United States	6.4

However, the concentration of Hispanics in Arizona varies from county to county, ranging from a low of 3.8 percent in Apache and Mohave counties to a high of 74.4 percent in Santa Cruz County. The counties with the lowest concentrations are those farthest from the Mexican border. Conversely, those closest to the Mexican border have the highest concentrations. The county with the largest absolute number of Hispanics is Maricopa -- in fact, more than 45 percent of Arizona's Hispanics live in Maricopa County.

FIGURE 1

HISPANIC CONCENTRATION IN ARIZONA - 1980



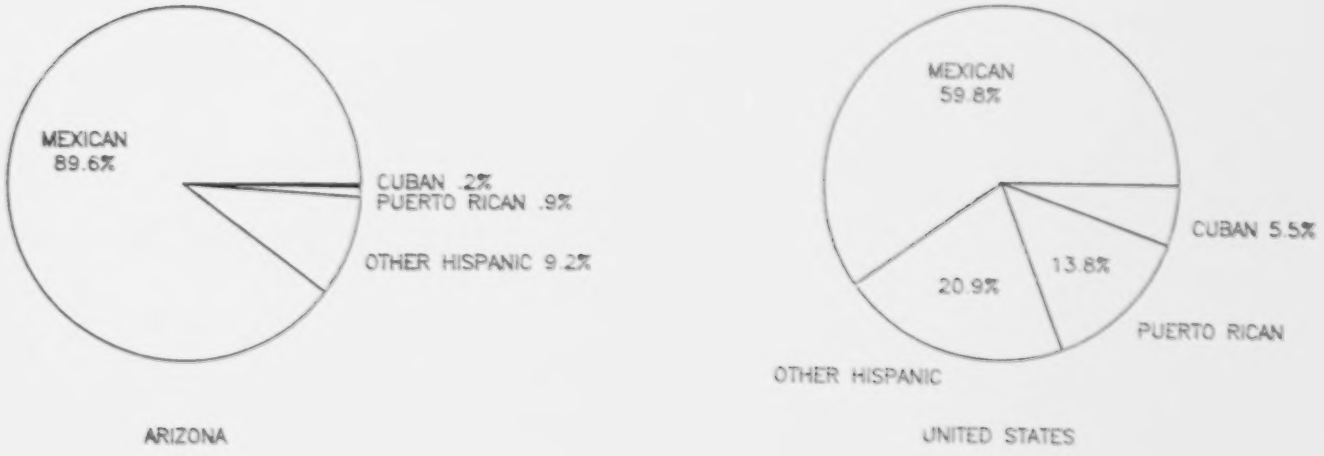
National Origins

Most Hispanics in Arizona were born within the United States. Less than 18 percent of Arizona's Hispanics were born in another country. In fact, Arizona's total percentage of foreign-born persons -- 6.0 percent -- is below the national percentage of 6.2 percent.

The majority of Arizona's Hispanics are from Mexico or have ancestors from Mexico. This is because Arizona and Mexico share a border and because of the historical Mexican ownership of the area prior to becoming territory of the United States.

While the majority of U.S. Hispanics also have their ancestral origins in Mexico, there are marked differences between the national origins of Arizona Hispanics and those of the U.S. as a whole, as Figure 2 illustrates.

FIGURE 2: HISPANICS BY ORIGIN — 1980 CENSUS



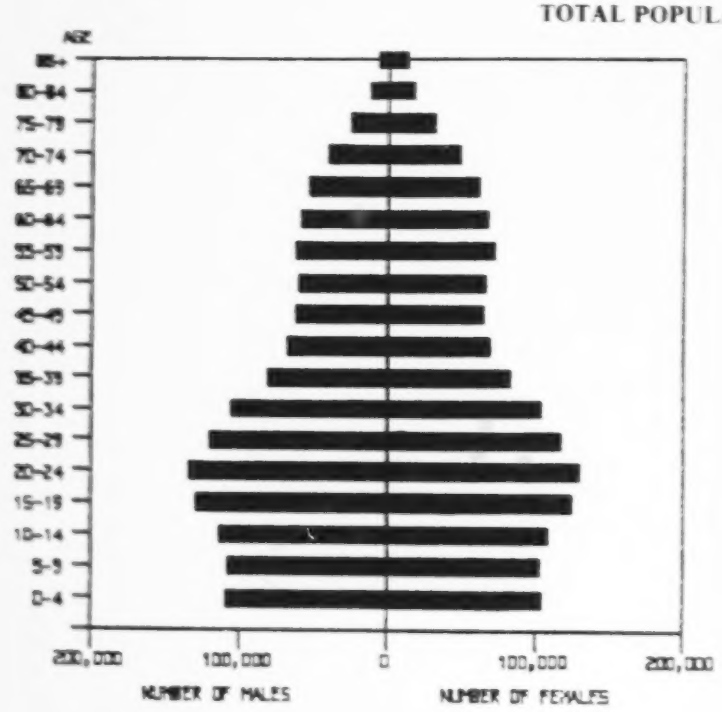
Population Growth

One of the most notable statistical differences between the Hispanic and total populations involves age. The Hispanic population is considerably younger. Almost 24 percent of Arizona's Hispanics were under 10 years of age in 1980, in contrast to less than 16 percent of the total population in that age group. In fact, the median age of Hispanics in Arizona was 21.7, almost eight years younger than that of the total population.

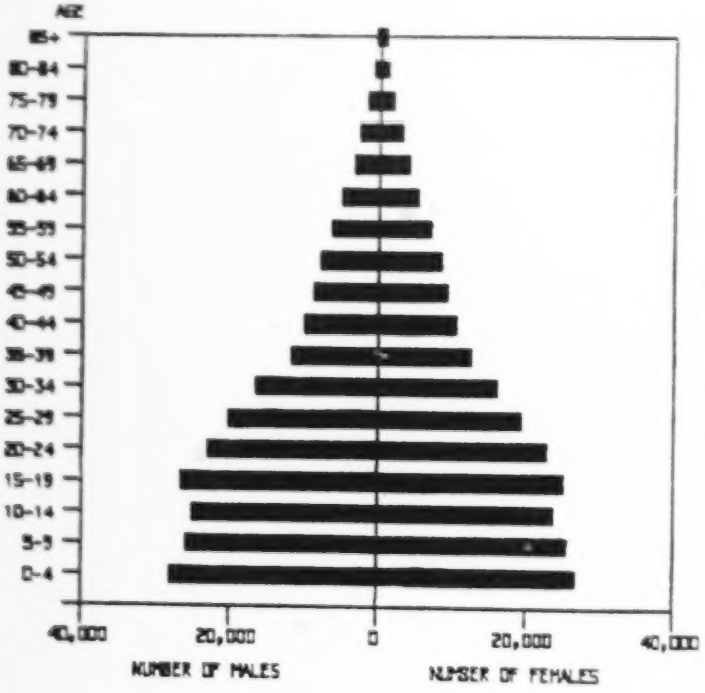
The following pyramid graphs show the population configurations for both the total population and the Hispanic population in Arizona. The different shapes of the graphs illustrate the different age structures of the two populations.

FIGURE 3: AGE DISTRIBUTIONS - 1980 CENSUS

TOTAL POPULATION - ARIZONA



HISPANIC POPULATION - ARIZONA



The 1986 Arizona population estimates which appear in Table 2 were calculated through the "census share" method which applies the age and ethnic group ratios from the 1980 Census to a 1986 total population control projection for the state by sex. The proportion of the Hispanic population to the total state population is held constant with the proportion from the 1980 Census.

TABLE 2
1986 ARIZONA POPULATION ESTIMATES

AGE	HISPANICS	MALE	FEMALE
Total, All Ages	527,757	263,631	264,126
Under 14	171,864	87,169	84,695
14-15	23,867	12,259	11,608
16-19	48,769	24,946	23,823
20-21	22,885	11,551	11,334
22-54	209,334	103,887	105,447
55-64	27,330	13,154	14,176
65-74	15,561	7,266	8,295
75 and over	8,147	3,399	4,748

This younger population, with its larger proportion of women of child-bearing age, is an important influence on the growth rate of the Hispanic population as is their higher fertility rates. As of 1980, Hispanic women, 15 to 24 years of age, had 64 percent more children than did Non-Hispanic women in the same age group. Hispanic women, 25 to 34 years of age, had 69 percent more children, while those in the 35 to 44 age group had almost 74 percent more children than did the Non-Hispanic women.

TABLE 3
NUMBER OF CHILDREN BORN TO ARIZONA WOMEN

	CHILDREN BORN PER 1,000 WOMEN
Women, 15-24 years	
Hispanic	509
Non-Hispanic	326
Women, 25-34 years	
Hispanic	2,096
Non-Hispanic	1,450
Women, 35-44 years	
Hispanic	3,607
Non-Hispanic	2,663

About one-fourth of all children born in Arizona are Hispanic --considerably above the Hispanic proportion of the population. If the Hispanic birthrates continue to be higher, Hispanics could increase their proportion of the total population. However, if Hispanic women reduce or delay childbearing as have other groups of women, the birthrates could decline in Arizona as they have on the national level. Recent vital statistics suggest a trend in this direction. Changing attitudes toward marriage and the family, improvements in contraceptive technology and increasing employment opportunities for women, have apparently begun to affect Hispanic women as well as Non-Hispanic women. Data for the years 1980 to 1984 show that there has been a slight decrease in the percentage of children born who are Hispanic.

TABLE 4
NUMBER OF BIRTHS -- ARIZONA

	TOTAL BIRTHS	HISPANIC	
YEAR		BIRTHS	PERCENT OF TOTAL
1980	50,049	13,082	26.1%
1982	52,628	13,514	25.7
1983	52,919	13,279	25.1
1984	55,109	13,784	25.0

The second factor which influences population growth is migration. Although the data to determine the exact role of migration are incomplete, it is known that nearly two-thirds of Arizona's population increase since 1980 is due to migration from other states. How many of these individuals are Hispanic is impossible to determine.

But what of the migrants from outside the United States? From 1971 through 1980, over 40 percent of all immigrants to the U.S. were born in Hispanic countries, with almost 17 percent from the Caribbean area.

TABLE 5
IMMIGRANTS - UNITED STATES
(in thousands)

COUNTRY OF BIRTH	1951-1960		1961-1970		1971-1980	
All countries	2,515.5	100.0%	3,321.7	100.0%	4,493.3	100.0%
Mexico	319.3	12.7	443.3	13.3	637.2	14.2
Caribbean countries	122.8	4.9	519.5	15.6	759.8	16.9
Central America	44.6	1.8	97.7	2.9	132.4	2.9
South America	72.2	2.9	228.3	6.9	284.4	7.3

Reliable figures on the number of undocumented persons in the United States are unavailable. The U.S. Census Bureau's 1980 estimate is 2.57 million, based on the difference between the total number of resident aliens counted by the census and the number of legal aliens who registered with the Immigration and Naturalization Service in the same year. Many of those undocumented persons counted in the census came from Hispanic countries. The Census Bureau estimated that Arizona had 25,000 undocumented persons. Many of them are young male adults, indicating that a large number are workers.

It may be said that the data related to Hispanic population growth raise as many questions as they answer. The Hispanic birthrate is higher than that of Non-Hispanics but appears to be declining. Will this trend persist? Will migration to Arizona from other states continue as it has? Economic shifts could alter that rate substantially. Factors related to economic, social, legal and political changes could also substantially impact immigration from Hispanic countries. Such factors thwart any attempt to predict with certainty the future growth rate of Arizona's Hispanic population. There is no doubt, however, that Hispanics will continue to be a growing segment of the Arizona population.

Questions

- Hispanics have been a fast growing segment of the Arizona population. Will this continue?
- Will Hispanic birthrates continue to exceed those of Non-Hispanics?
- How will migration from other states affect Arizona's Hispanic population?
- How will immigration to Arizona from Hispanic countries be affected by changing economic, social, legal and political conditions?

HISPANICS:
VITAL PARTICIPANTS IN THE ARIZONA ECONOMY

Arizona Hispanics contribute vigorously to the Arizona economy. Hispanic men participate in the labor force at a greater rate than males generally. Their rate of participation is a full 7.5 percentage points higher. *(Participation rate is the proportion of the population over age 16 in the labor force; labor force is the sum of the employed and unemployed.)* It might be expected that men in ethnic groups holding to a traditional family structure would have higher labor force participation rates than women in those groups, and Hispanics might be included among these. Nevertheless, Hispanic women participate almost as much as all other women. A "traditional" family consisting of a married couple and their children in which the husband works for pay at a job and the wife works at home without pay caring for children is no more typical of today's Hispanics than it is of the rest of the population.

TABLE 6
EMPLOYMENT AND UNEMPLOYMENT IN 1985

	CIVILIAN LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	UNEMPLOYMENT RATE
State of Arizona	1,476,999	1,381,000	95,999	6.5%
Hispanics	213,298	193,589	19,709	9.2
Male	132,570	120,337	12,233	9.2
Female	80,728	73,252	7,476	9.3
Non-Hispanic Whites	1,160,877	1,097,536	63,341	5.5
Male	671,561	635,046	36,515	5.4
Female	489,316	462,490	26,826	5.5
Non-Hispanic Blacks	35,977	31,752	4,225	11.7
Male	19,522	17,129	2,393	12.3
Female	16,455	14,623	1,832	11.1
Non-Hispanic Native Americans	52,429	44,467	7,962	15.2
Male	29,452	24,396	5,056	17.2
Female	22,977	20,071	2,906	12.6
Non-Hispanic Asians	12,676	12,068	608	4.8
Male	6,475	6,262	213	3.3
Female	6,201	5,806	395	6.7
Non-Hispanic Other	1,742	1,588	154	8.8
Male	926	836	90	9.7
Female	816	752	64	7.8

Hispanic unemployment is higher than that of Non-Hispanic Whites and Asians, but lower than that of Non-Hispanic Blacks and Native Americans. For 1985, the Hispanic unemployment rate was estimated to be 9.2 percent, more than two and a half percentage points higher than the general rate. Hispanic men and women shared nearly equal rates.

One reason unemployment is higher is Hispanics' attachment to seasonally and cyclically sensitive and declining industries. Although they are employed in all industries in a nearly similar distribution to the rest of the population, they do have a higher concentration in agriculture and mining as well as in construction and manufacturing. Certainly agriculture is a seasonal industry in which periods of unemployment are common, and it is one that has been substituting capital for labor for many decades. Mining, too, is declining as is related smelting manufacturing. Conditions in these three industries largely explain Hispanic unemployment in rural areas. One additional element is present in border counties. Many who were employed in retail trade and personal services businesses in the border towns of Douglas, Nogales and San Luis have suffered layoffs from reduced business resulting from Mexican peso devaluations.

TABLE 7
EMPLOYMENT BY INDUSTRY - 1980 CENSUS

	STATE OF ARIZONA			
INDUSTRY	**TOTAL**	**PERCENT**	**HISPANICS**	**PERCENT**
Employed persons, 16 + years	1,113,270	100.0%	156,291	100.0%
Agriculture, forestry, fisheries	32,791	2.9	11,845	7.6
Mining	26,605	2.4	8,596	5.5
Construction	90,381	8.1	14,803	9.5
Manufacturing	161,302	14.5	26,263	16.8
Transportation, communications, public utilities	73,779	6.6	9,419	6.0
Wholesale trade	44,413	4.0	5,859	3.7
Retail trade	201,681	18.1	25,099	16.1
Finance, insurance and real estate	77,266	6.9	6,051	3.9
Services*	332,072	29.8	37,380	23.9
Public administration**	72,980	6.6	10,976	7.0

**Hotels, business, health, auto repair, education, etc.*
***Police, fire, courts, government program administration, etc.*

Urban Hispanics' greater concentration in construction and manufacturing in part explains unemployment in the Phoenix and Tucson metropolitan areas. Although the construction industry has done very well over the last two and a half years, it is always an industry in which spells of unemployment between jobs are common. In addition, both construction and manufacturing are sensitive to the business cycles of the national economy and manufacturing is additionally sensitive to foreign competition. Currently there is weakness in the manufacturing sector that produces high-tech consumer products and their components.

Another reason for higher Hispanic unemployment is their lower average age. Because Hispanics on average are eight years younger than the general population, there are more of them in a stage of life of frequent job changes and of movement into and out of the labor force. Spells of unemployment are common for new entrants and re-entrants to the labor force as well as for job changers. In addition, youth tend to have higher unemployment rates than do adults.

Differences in the employment patterns between males and females appear in the employment by industry data. Hispanic males are most likely to work in manufacturing (15.9 percent), services (15.2 percent), construction (14.6 percent) and retail trade (13.8 percent), while Hispanic females are most likely to work in services (38.2 percent), retail trade (19.7 percent) and manufacturing (18.4 percent). Most of the employment differences between males and females hold true for both Hispanics and the total population. In other words, the employment differences are gender-related, not ethnic-related. The main exception is that the percentage of Hispanic females in manufacturing of nondurable goods is higher than that of Hispanic males. Nondurable goods include food, apparel and printing products.

Occupational Distribution

TABLE 8
INDUSTRIAL EMPLOYMENT BY SEX - 1980 CENSUS

	STATE OF ARIZONA			
	TOTAL		HISPANICS	
INDUSTRY	MALES	FEMALES	MALES	FEMALES
Employed persons, 16 + years	648,160	465,110	97,152	59,139
Agriculture, forestry, fisheries	27,138	5,653	10,085	1,760
Mining	24,327	2,278	8,130	466
Construction	82,705	7,676	14,207	596
Manufacturing	106,080	55,222	15,399	10,864
Nondurable goods	21,228	15,755	3,453	3,822
Durable goods	84,852	39,467	11,946	7,042
Transportation, communications, public utilities	55,026	18,753	7,390	2,029
Wholesale trade	32,912	11,501	4,456	1,403
Retail trade	102,976	98,705	13,423	11,676
Finance, insurance and real estate	32,661	44,605	2,213	3,838
Services	138,653	193,419	14,797	22,583
Business and repair services	34,049	17,437	3,709	1,765
Personal services	14,318	28,250	2,074	4,862
Entertainment and recreation	8,636	5,537	927	383
Professional and related services	81,650	142,195	8,087	15,573
Public Administration	45,682	27,298	7,052	3,924

Industrial distributions of Hispanics together with occupational distributions tell us that Arizona Hispanics work in predominantly blue-collar occupations. Because Hispanics are employed in the agricultural, mining, construction and manufacturing industries, their occupations are concentrated in the following categories: 1) farming occupations, 2) production and craft occupations, 3) machine operator, 4) assembler, 5) material moving occupations, 6) equipment cleaning occupations and 7) helper and laborer. Hispanics are much less likely to have a white-collar occupation than the overall population. For instance, only 6.2 percent of Hispanics have executive, administrative and managerial occupations while 11.6 percent of the total employed have jobs in that category. Similar differences occur between Hispanics and the employed labor force in the occupations of professional specialities *(e.g., attorneys, doctors, etc.)*, technicians and related support and sales occupations.

TABLE 9
EMPLOYMENT BY OCCUPATION - 1980 CENSUS

	STATE OF ARIZONA			
OCCUPATION	TOTAL	PERCENT	HISPANICS	PERCENT
Employed persons, 16 + years	1,113,270	100.0%	156,291	100.0%
Executive, administrative, managerial	128,845	11.6	9,614	6.2
Professional specialities	146,486	13.2	9,515	6.1
Technicians and related support	37,605	3.4	3,483	2.2
Sales occupations	126,218	11.3	10,608	6.8
Administrative support, clerical	180,833	16.2	21,954	14.0
Service occupations	151,527	13.6	25,026	16.0
Farming, forestry and fishing	29,720	2.7	11,609	7.4
Precision production, craft, repair	155,767	14.0	25,999	16.6
Machine operators, assemblers and inspectors	63,122	5.7	16,573	10.6
Transportation, material moving	45,542	4.1	8,785	5.6
Handlers, equipment cleaners, helpers and laborers	47,605	4.3	13,125	8.4

There were also considerable differences in the occupations of males and females. Hispanic females were most likely to work in clerical jobs while males were most likely to be in precision production, craft and repair work.

A large percentage of Hispanic females (12.4 percent) worked as machine operators, assemblers and inspectors. Only 5.6 percent of total females were in these occupations.

TABLE 10
OCCUPATIONAL EMPLOYMENT BY SEX - 1980 CENSUS

	STATE OF ARIZONA			
	TOTAL		HISPANICS	
OCCUPATION	**MALES**	**FEMALES**	**MALES**	**FEMALES**
Employed persons, 16+ years	648,160	465,110	97,152	59,139
Executive, administrative, managerial	87,132	47,713	6,429	3,185
Professional specialities	77,680	68,806	5,031	4,484
Technicians and related support	23,102	14,503	1,972	1,511
Sales occupations	65,471	60,747	4,602	6,006
Administrative support, clerical	39,656	141,177	5,483	16,471
Service occupations	67,611	83,916	11,053	13,973
Farming, forestry and fishing	25,887	3,833	10,013	1,596
Precision production, craft, repair	142,036	13,731	23,557	2,442
Machine operators, assemblers and inspectors	37,196	25,926	9,258	7,315
Transportation, material moving	41,934	3,608	8,309	476
Handlers, equipment cleaners, helpers and laborers	40,455	7,150	11,445	1,680

The counties with higher concentrations of Hispanics in their populations were more likely to have Hispanics in executive, administrative and managerial occupations. Nevertheless, even in those counties the percentage of Hispanics in those occupations was lower than the percentage of Hispanics in the labor force. The state of Arizona, however, with a lower concentration of Hispanics than California, had more Hispanics employed in those higher level white-collar occupations. This suggests that although Hispanic dominance can be a factor leading to greater job equity for Hispanics, other factors can lead toward greater equity as well. Identifying those other factors, however, is difficult. Perhaps another factor is educational attainment.

Questions

- Are Hispanics adapting to changes in the industrial employment pattern of Arizona?
  - Will Hispanic unemployment increase because of the loss of mining and manufacturing jobs?
  - Is there a need for retraining?
- Will the labor force participation rates of Hispanic men continue to exceed those of other men?
- How can Hispanics increase their numbers in executive, administrative and managerial occupations in Arizona?
- What will be the impact on Arizona's economy if the private and public sectors do not increase their investment in the growing Hispanic labor force?

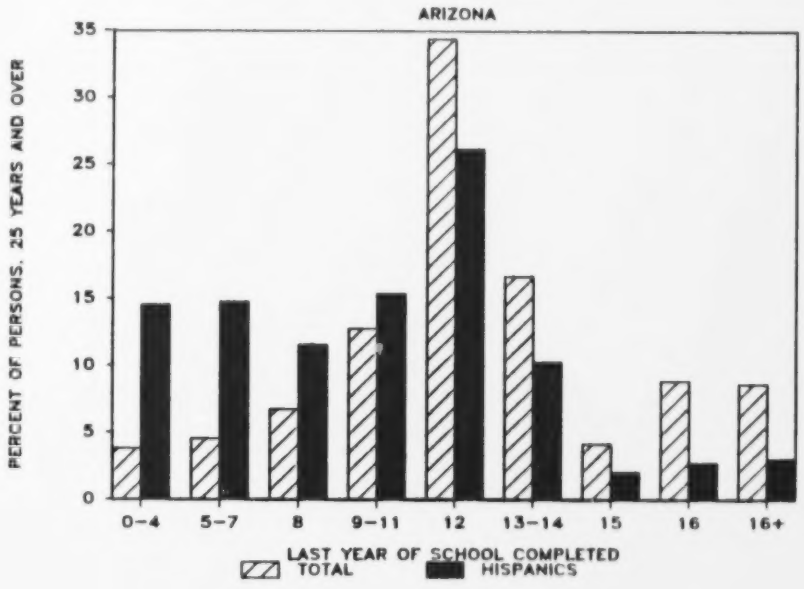
EDUCATION: AVENUE TO OPPORTUNITY

Educational Attainment

Addressing the issue of increasing the educational attainment levels of Arizona's Hispanic youth and adults remains a critical challenge. Overall, the educational level of Hispanics in Arizona is lower than that of the total population. More than half of all Hispanics, 25 years and over, had not completed high school in 1980. More than 29 percent had not finished elementary school. While median years of school completed was 12.7 for the state as a whole, it was 10.7 for Hispanics. Only 0.3 percent of the Hispanic population were awarded postsecondary degrees in comparison to 0.7 percent for the general population according to data for the 1980-81 school year.

Nevertheless, there is a trend of improvement in the attainment of higher education by Hispanics. Data on higher education indicate a large increase from 1977 to 1981 in the number of bachelor's degrees awarded both to Hispanics and to the general population. The rate of increase in bachelor's degrees between 1977 and 1981 was substantially greater for Hispanics than for the general population, and for all postsecondary degrees it was more than twice as great. However, only six percent of all degrees were awarded to Hispanic students.

FIGURE 4: EDUCATIONAL ATTAINMENT - 1980 CENSUS



Perhaps the most significant problem for Hispanics in education is the high dropout rate among youth. During the 1984-1985 school year, more than 24 percent of all high school dropouts in Arizona were Hispanic youth, while Hispanics constituted only 18 percent of all high school students. The most common reason cited by educational institutions for dropping out was academic/behavioral problems, followed by withdrawal from school as a result of excessive absences. A high school will remove a student from school enrollment when that student has 10 or more consecutive days of unexcused absences.

TABLE 11
DEGREES AWARDED IN ARIZONA 1977 - 1981

	TOTAL STUDENTS	PERCENT CHANGE 1977-81	HISPANIC STUDENTS	PERCENT CHANGE 1977-81
TOTAL DEGREES	59,988	3.1	3,714	7.4
Associate	15,016	-17.9	1,817	-2.7
Bachelor's	30,085	15.7	1,384	26.5
Master's	12,617	0.5	426	-4.3
Doctorate	1,201	-6.0	37	33.3
First Professional	1,069	25.7	50	5.3

Of the 6,054 Hispanic students who dropped out of high school in 1984-1985, only 1,397 were reported to have returned before the completion of the school year. For those students who did not return to school, it is not known how many later obtained GED certificates indicating achievement of educational competencies equivalent to high school completion.

TABLE 12
HIGH SCHOOL DROPOUTS

	TOTAL STUDENTS	PERCENT	HISPANIC STUDENTS	PERCENT
Beginning Enrollment, 84-85 School Year	170,872	100%	30,713	100%
Dropouts*	24,750	14.5	6,054	19.7
10 or more unexcused absences	7,046	4.1	1,744	5.7
Academic/behavioral problems	11,804	6.9	3,171	10.3
Personal/economic reasons	5,900	3.5	1,139	3.7
Returns**	5,270	3.1	1,397	4.5

**Data do not include students who complete a school year but do not return to school in the fall.*
***Data include only those who return during the same school year in which they dropped out.*

The following table lists the percentage of Hispanic students in each grade during the 1984-1985 school year. The percentage is highest in kindergarten, with the percentages gradually decreasing toward the lowest percentage in the twelfth grade.

TABLE 13
STUDENT ENROLLMENT
84-85 School Year

	TOTAL STUDENTS	HISPANIC STUDENTS	PERCENT HISPANIC
Kindergarten	47,118	11,776	25.0%
Grade One	48,910	11,927	24.4
Grade Two	44,547	10,572	23.7
Grade Three	41,688	9,795	23.5
Grade Four	41,169	9,753	23.7
Grade Five	41,204	9,432	22.9
Grade Six	42,080	9,385	22.3
Grade Seven	45,110	9,932	22.0
Grade Eight	46,190	9,414	20.4
Multi-Grade Elementary	8,825	2,318	26.3
Grade Nine	49,594	9,529	19.2
Grade Ten	43,962	7,764	17.7
Grade Eleven	39,513	6,945	17.6
Grade Twelve	36,720	6,248	17.0
Multi-Grade Secondary	862	188	21.8
TOTAL ALL GRADES	577,492	124,978	21.6

Since the 1984-1985 dropout data cover only one academic year, it is important to note that the dropout rate is in reality cumulative over the years. If almost 20 percent of Hispanic youth drop out of high school each year, the total number of dropouts becomes staggering.

Limited-English Proficiency

Another important issue for the Hispanic population in Arizona is overcoming the barriers presented by limited-English proficiency. In a national study conducted in 1982 by the National Commission for Employment Policy, the most significant barrier for Hispanics in the job market is difficulty with English. The Commission's study found that problems with English reduce prospects for obtaining a good job, impede educational attainment and operate as a vehicle for discrimination.

In the 1984-85 school year, over $11 million in federal funds were spent on bilingual education programs in Arizona serving a total of 28,071 students with limited-English proficiency in 143 school districts throughout the state. Transitional bilingual programs, bilingual-bicultural instruction and English as a second language programs are all now available to Hispanic youth who have need of such programs in kindergarten through grade 12.

Questions

- How can school dropout rates of Hispanic youth be decreased?
- How can Hispanic youth who have dropped out of school be encouraged to return to school or otherwise obtain the educational competencies needed to complete secondary school educational requirements?
- If economic reasons are a major factor for Hispanic dropouts, what can be done to assist Hispanic families financially to prevent their children from dropping out?
- If the most common reason for dropping out is academic/behavioral problems, can culture-free, unbiased mechanisms be developed to ensure that dropouts are not being pushed out?
- How can the number of Hispanic youth and adults receiving postsecondary degrees be increased?
- In what ways can the participation of Hispanic youth and adults in professional and technical occupations be increased?
- In what ways can the Hispanic population in Arizona overcome barriers to education and employment as presented by limited-English proficiency?
- Can society afford high Hispanic dropout rates?

QUALITY OF LIFE

Quality of life is difficult to assess because the perception of "quality" varies with individuals. A person's values, cultural background and life experiences all impact on that person's view of the quality of his or her surroundings. Nevertheless, the interrelated factors of income, family structure, housing and health all affect the quality of life for Hispanics in Arizona. Comparisons can be made between Hispanics and the total population that indicate some differences.

Income

Hispanics tend to have lower household incomes than the average in Arizona. Census data reveal that the median household income of Hispanics in 1979 was $14,266 while that of the total population was $16,448. In fact, almost 21 percent of all Hispanics were living in poverty. However, income levels varied with geographic location. The highest incomes of Hispanics were in the counties where copper mining was the predominant industry.

The economic condition of the dominant industries in an area is one of the most important factors in determining income levels, especially in the rural areas. Since large numbers of Arizona's Hispanics have been employed in the higher-paid industries of mining and primary metal manufacturing, the economic decline of those industries has caused a decline in the incomes of many Hispanics. In addition, the Mexican peso devaluations have negatively impacted on the incomes of those Hispanics who have depended on retail trade near the Arizona/Mexico border.

However, the majority of Hispanics live in urban areas where the economy is more diverse. The question remains, why do Hispanics have lower incomes?

Components of income include earnings from wages and self-employment, interest, dividends, rent, Social Security, public assistance and other sources. The major component, earnings received from wages, is a function of required skills and education, hazards and desirability of working conditions, supply and demand of job applicants and openings, and the economy of the area.

There is a strong correlation between earnings from wages and educational attainment. As educational levels rise, earnings often rise. In addition, as earnings increase, the ability to obtain higher educational levels for wage earners and their families increases. Like the proverbial chicken and the egg, it is difficult to know which comes first --education or income. For example, a teenager drops out of high school for a full-time job to help support his or her family. That contributes to the family income. However, if that teenager stays in school, future earnings by that person might be higher. A second example would be persons who have done well financially, despite lacking a college education, but are able to pay to send their children to college.

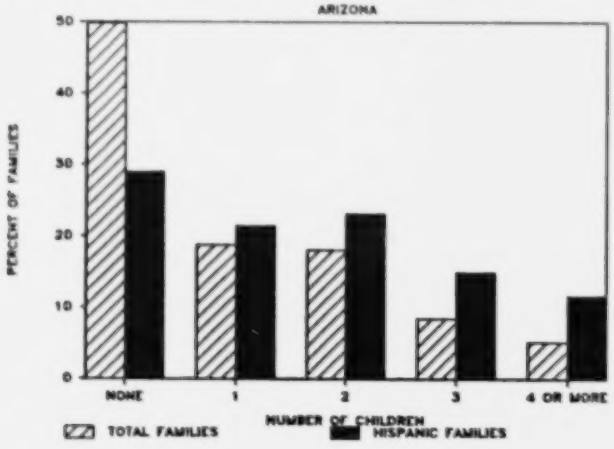
Earnings data also show that Hispanic males earn more per year than do Hispanic females ($11,992 vs. $6,071). The same relationship exists for total males and females ($15,334 vs. $7,176).

Family Composition

There is a common misconception regarding the size and structure of Hispanic families and minority families in general. Those families are usually thought of as very large. That is not the situation for Hispanics in Arizona.

Census data show that Hispanic families *(almost 82 percent)* were as likely as total families to have both parents present in the household. Although Hispanic families tend to be slightly larger than the average for the state, the greatest difference between the two groups is that Hispanics are more likely to have children. Only about half of all families in Arizona have children while 71 percent of Hispanic families have at least one child.

Figure 5: CHILDREN PER FAMILY — 1980 CENSUS



Housing

The quality of the housing which a family or household can afford is dependent on both income and number of persons in the household. The 1980 Census data reveal that Hispanic homes had more persons per housing unit and fewer total rooms than did housing units as a whole in Arizona. Hispanic housing units also had lower dollar value.

TABLE 14
HOUSING UNITS - 1980 CENSUS

STATE OF ARIZONA:	TOTAL	WITH HISPANIC HOUSEHOLDER
Occupied housing units	957,032	113,555
Owner-occupied housing units	653,833	68,328
Renter-occupied housing units	303,199	45,227
Median number of rooms	5.0	4.7
Average number of persons per unit	2.79	3.69
Percent lacking complete plumbing for exclusive use	2.1%	2.2%
Percent with 1.01 or more persons per room	7.2%	21.4%
Median value, specified owner	$54,800	$37,300
Median contract rent, specified renter	$227	$158

Health

Health is one aspect of life quality that impacts on every part of a person's life. Health problems can affect employment and income. Medical costs can destroy a family's savings or prevent a person from receiving adequate health care.

A look at the leading causes of death among Hispanics in Arizona reveals some areas for further study. Some causes of death, such as heart disease and cancer, are very prevalent among both Hispanics and the total population. However, diabetes is the third leading cause of death for Hispanics, but it is considerably farther down the list for the general population. Diabetes is a disease which can often be controlled through proper medical care. What is not known is whether Hispanics are more likely to be afflicted with diabetes or whether the higher death rate is caused by failure in treating the disease when it does occur. Contributing factors could be lack of medical care, inadequate diet, heredity, lack of education or reliance on traditional remedies.

Questions

- Can Hispanics decrease their numbers living in poverty?
  - Is education the key?
  - Will family size decrease as Hispanic women postpone childbearing?
- Will the health of Hispanics improve as educational levels increase?

COMMUNITY LEADERSHIP

Hispanic leadership in the Southwest has been evidenced since the arrival of the early explorers and settlers. Hundreds of individuals, organizations and agencies have earned the distinction of having marked the way, directed or guided the Hispanic community. Each paved the way for progress "in its time." Not all faced the same problems, issues, adversaries or circumstances. Thus, each in its own way had to develop its own strategies, alliances and solutions.

As the leaders of today emerge, they do so, in part, as a result of the past sacrifices and accomplishments of individuals and organizations. What we take for granted today was unattainable years ago. Many of today's leaders now have postsecondary, graduate and doctoral degrees--some from the most prestigious institutions. However, we must remind ourselves that at one time Hispanics entered the universities and colleges not to study, but as non-faculty employees. Along the way, many individuals sacrificed themselves and their futures to make it possible for future generations to become educated.

Early Settlers

Early Arizonans exemplify the energy, foresight and intellectual drive of today's Hispanic leaders. During the 1500s, Francisco Vasquez de Coronado and Juan Onate explored the vast, mostly uninhabited territories from California to Texas. The Southwest's rich mineral deposits did not go unnoticed by the early explorers, such as Antonio de Espejo who led mining explorations in Arizona and New Mexico, resulting in centuries of rich mineral extraction.

After the explorers came, the settlers established economic, political, legal, religious and social institutions throughout the Southwest. During the succeeding three-hundred years, these institutions developed and evolved into an organized system for Hispanic rule. Mexico later won its independence from Spain and maintained the basic institutions for ruling the country.

War Between U.S. and Mexico

With the advent of the war between the U.S. and Mexico and the subsequent defeat of Mexico, the established institutions were replaced by the victor's own institutions. A new military, political, legal and social system was imposed on the conquered people. In addition, a new language replaced the historically traditional Spanish language. During this period, the change of the guard resulted in the dislocation of individuals from the established institutions and in many cases from their homes and lands. In combating the postwar abuses, many Hispanic heroes emerged -- each challenging the new system; each making it easier for the future generations.

Hispanics, after the war, were no longer the rulers of their own destiny. Having to find new methods of non-violent expression, Hispanics began to publish their own newspapers such as **El Fronterizo**, in Tucson, and **La Guardia**, in Phoenix. In addition, social organizations began to be established to provide an avenue for fraternalism and social interaction, as well as health and death benefits.

Frontier Leadership

As the early explorers recognized the mineral wealth, the later residents of Arizona labored hard to extract the minerals. The abuse, exploitation and differential wages and treatment gave rise to a new type of Hispanic leader --the labor organizer.

As fraternal organizations provided for the social and health needs of the Hispanic community, new groups in the mining towns were established to ensure Hispanics economic equality and security.

Aware that strength lives in unity, they formed even stronger alliances with the union movement. Subsequent struggles in the mines for wage equity, mining safety, health and accident benefits and retirement pay were accomplished through the International Workers of the World *(Wobblies)*; Mine, Mill and Smelter Workers and the AFL-CIO United Steelworkers of America.

Twentieth Century

The evolution of leadership structures and institutions has continued during the twentieth century. Early goals of acculturation and assimilation gave rise to organizations which instructed Hispanics in citizenship. Most notable is the League of United Latin American Council (LULAC). Veterans returning home after exemplary and brave service for their country during World War II found the existing economic, social, legal and political inequality contradictory to their labors for freedom, justice and equality in Europe and the Pacific. Determined to remedy this situation, they established veterans organizations such as the G.I. Forum.

Post World War II

The World War II era saw the politicalization of most Hispanic social institutions. During this evolutionary period, former social institutions changed and new ones were created. In the mining towns, in the farm fields, in the cities, in the universities and anywhere that Hispanics live, work or play, they have organized.

As a result of participation in these organizations, many Hispanics hold influential positions in political, legal and educational arenas. Examples of the organizations include: Southwest Voter Education and Registration Project, Movimiento Estudiantil Chicano de Aztlan (MECHA), Mexican-American Student Association (MASA), Chicanos Por La Causa, Valle del Sol, Friendly House, La Guadalupana, United Farm Workers, El Heredero, AFL-CIO Steelworkers of America, Labor Council for Latin American Advancement, National Council of La Raza, Mujer, the Hispanic Women's Conference and others.

Today's leaders have developed and risen through the ranks of these urban and rural organizations. From the former Hispanic governor to present senators, representatives, mayors, council members, supervisors, superintendents, local officials, educators, lawyers, doctors, labor leaders, business persons and many other leaders, Hispanics in Arizona proportionately hold more established, recognized and visible positions of leadership than in any other state.

As their predecessors, the Hispanic leaders of today have foresight, intellect and drive. Through the existing institutions, Hispanics have established themselves as the leaders of tomorrow.

CONCLUSION

As a group, Arizona's Hispanics have not shared proportionately in its growing prosperity, although many Hispanics have achieved much for which Arizona can be proud. There are many Hispanic leaders in government and business. Among them are state legislators, a former governor, United States ambassadors to Hispanic countries, mayors of incorporated cities and towns and school administrators. These leaders serve as role models for the young Hispanic population while accepting the challenge with their non-Hispanic neighbors to raise Hispanic living standards.

The challenge is to raise educational and income levels as well as standards of housing and health to those of the population as a whole. While many argue the merits of bilingual education programs in approaching that goal, the fact cannot be refuted that there is a disparity between Arizona's Hispanic and non-Hispanic populations. Nor does it help to quibble over whether education must rise before incomes rise, or conversely. Both must rise before parity can be achieved. There is a direct relationship between a state's standard of living and its economy.

Today's labor force must be highly trained in order to maintain Arizona's diversified economy. The future standard of living for all Arizonans may be threatened if greater investment in Hispanics is not made by the private and public sectors, since Hispanics will make up a large percentage of the labor force in the future and that future labor force will require training in new technologies.

Is Arizona moving toward improved circumstances for Hispanics or not? Because of different census procedures in 1970 and 1980, it is difficult to make an assessment. Certainly the demise of copper mining since 1982 is a reversal of well-being for many. Nor can it be argued that reduction in Mexican citizens' buying power has not hurt border-town businesses and their workers. Urban Hispanics fare better, but they too, on the average, suffer lower incomes and poorer conditions than the rest of the population.

Few answers, but many questions are raised by the information presented.

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